

PONDICHERRY UNIVERSITY
PBAS Proforma for Promotion under CAS

PART A: GENERAL INFORMATION AND ACADEMIC BACKGROUND

- 1. Name (in Block Letters):**
 - 2. Father's Name / Mother's Name:**
 - 3. Department:**
 - 4. Current Designation & Grade Pay:**
 - 5. Date of last Promotion:**
 - 6. Which position and grade pay are you an applicant under CAS?**
 - 7. Date of eligibility for promotion:**
 - 8. Date and Place of Birth:**
 - 9. Sex:**
 - 10. Marital Status:**
 - 11. Nationality:**
 - 12. Indicate whether belongs to SC/ST/OBC category:**
 - 13. Address for correspondence (with Pincode)**
 - 14. Permanent Address(with Pincode)**
- Telephone No:**
- E-Mail:**

15. Academic Qualifications (Matric till post graduation):

Examinations	Name of the Board / University	Year of Passing	Percentage of marks obtained	Division / Class / Grade	Subject
High School / Matric					
Intermediate					
B.A./B.Sc./B.Com./M.Mus					
M.A./M.Sc./M.Com/M.Mus					
Others examination, if any					

16. Research Degree(s)

Degrees	Title	Date of award	University
M.Phil.			
Ph.D./D.Phil.			
D.Sc/D.Litt.			

17. Appointments held prior to joining this institution

Designation	Name of Employer	Date of Joining		Salary with Grade	Reason of leaving
		Joining	Leaving		

18. Posts held after appointment at this institution:

Designation	Department	Date of actual joining		Grade
		From	To	

19. Period of teaching experience: P.G. Classes (in years) : **U.G. Classes(in years)**

20. Research Experience excluding years spent in M.Phil. / Ph.D. (In years)

21. Fields of Specialization under the Subject/Discipline

(a)

(b)

22. Academic Staff College Orientation / Refresher Course attended:

Name of the Course / Summer School	Place	Duration	Sponsoring Agency

PONDICHERRY UNIVERSITY
PUDUCHERRY – 605 014.

**SELF-ASSESSMENT CUM PERFORMANCE APPRAISAL FORM FOR PERFORMANCE
BASED APPRAISAL SYSTEM (PBAS)**

(To be filled up by all Faculty member every year for Self appraisal/ Promotion under CAS)

Name and Designation of Faculty :

Department/School

Teaching(At Present):

1. Details of Subjects presently handling

Programmes : UG _____

PG _____

M.Phil _____

Ph.D _____

Aca. Year	Degree	Titles of Subjects of Teaching	
		Odd	Even
	UG	1	1
		2	2
		3	3
		4	4
	PG	1	1
		2	2
		3	3
		4	4
	M.Phil/ Ph.D	1	1
		2	2
	3	3	

Research (At Present):

No. of UG/PG Projects being Guided: _____

No. of M.Phil Candidates: _____

No. of Ph.D Candidates: _____ (FT + PT)

Thrust Areas:

- 1.
- 2.
- 3.
- 4.
- 5.

On-going Research Projects (Currently):

1

2

3

1. CATEGORY I: Teaching, Learning and Evaluation Related Actions:

1.1. Details of Lecturers, Seminars, Tutorials, Practicals handled#

Weight-age 50 points out of 125 points

Aca. Year (Specify)	Semester	No. of hours allotted for	No. of hours taken (per Sem.)	No. of days Leave taken*	No. of extra classes taken	Total Workload handled (percentage of work load to work allotted)
2009-10	Odd	Lectures				
		Seminars/ Case study discussions				
		Tutorials/ Counseling				
		Lab Practicals Demo and guidance Sessions				
		UG/PG Project work guidance				
		M.Phil/ Ph.D Guidance				
	Even	Lectures				
		Seminars/ Case study discussions				
		Tutorials/ Counseling				
		Lab Practicals Demo and guidance Sessions				
		UG/PG Project work guidance				
		M.Phil/ Ph.D Guidance				
2010-11	Odd	Lectures				
		Seminars/ Case study discussions				
		Tutorials/ Counseling				
		Lab Practicals Demo and guidance Sessions				
		UG/PG Project work guidance				
		M.Phil/ Ph.D Guidance				

	Even	Lectures					
		Seminars/ Case study discussions					
		Tutorials/ Counseling					
		Lab Practicals Demo and guidance Sessions					
		UG/PG Project work guidance					
		M.Phil/ Ph.D Guidance					
2011-12	Odd	Lectures					
		Seminars/ Case study discussions					
		Tutorials/ Counseling					
		Lab Practicals Demo and guidance Sessions					
		UG/PG Project work guidance					
		M.Phil/ Ph.D Guidance					
2011-12	Even	Lectures					
		Seminars/ Case study discussions					
		Tutorials/ Counseling					
		Lab Practicals Demo and guidance Sessions					
		UG/PG Project work guidance					
		M.Phil/ Ph.D Guidance					
2012-13	Odd	Lectures					
		Seminars/ Case study discussions					
		Tutorials/ Counseling					
		Lab Practicals Demo and guidance Sessions					
		UG/PG Project work guidance					
		M.Phil/ Ph.D Guidance					
2012-13	Even	Lectures					
		Seminars/ Case study discussions					
		Tutorials/ Counseling					
		Lab Practicals Demo and guidance Sessions					
		UG/PG Project work guidance					
		M.Phil/ Ph.D Guidance					
Average							
No. of Points (office use)							

(The details provided by Faculty may be supported by Dept. Time Table, Class attendance, List of Topics of Seminar sessions, List of Practicals, No. of Students undergone Remedial coaching/ Tutorials, etc.)

* (Leave include CLs, ELs, SCL, OD, Duty Leave, Medical Leave, etc.)

- Performance index will be calculated giving due weightage to the student's feed-back based on punctuality coverage of syllabus, quality of teaching, depth of knowledge, regularly conducting test & performance of students etc.

1.2 Teacher Workload Calculation (to ascertain workload as per UGC Norms):

Weight-age 10 points out of 125 points

Aca. Year	Semester		Equivalent Hrs. / dissertation/ thesis/ record correction. etc.					Total hrs. of workload	Hrs. handled Above UGC Norms
			UG	PG	M.Phil	Ph.D	Others		
2009-10	Odd	No. of papers handled (No. of students in each class)							
		No. of Projects works guided							
		No. of Lab based/ Internship records guided/ Observation notes designed							
		No. of Lab based experiments set up/ Demo session Conducted							
	Even	No. of papers handled (No. of students in each class)							
		No. of Projects works guided							
		No. of Lab based/ Internship records guided/ Observation notes designed							
		No. of Lab based experiments set up/ Demo session Conducted							
2010-11	Odd	No. of papers handled (No. of students in each class)							
		No. of Projects works guided							
		No. of Lab based/ Internship records guided/ Observation notes designed							
		No. of Lab based experiments set up/ Demo session Conducted							
	Even	No. of papers handled (No. of students in each class)							
		No. of Projects works guided							
		No. of Lab based/ Internship records guided/ Observation notes designed							
		No. of Lab based experiments set up/ Demo session Conducted							
2011-12	Odd	No. of papers handled (No. of students in each class)							
		No. of Projects works guided							
		No. of Lab based/ Internship records guided/ Observation notes designed							
		No. of Lab based experiments set up/ Demo session Conducted							
	Even	No. of papers handled (No. of students in each class)							
		No. of Projects works guided							
		No. of Lab based/ Internship records guided/ Observation notes designed							
		No. of Lab based experiments set up/ Demo session Conducted							

Aca. Year	Semester		Equivalent Hrs. / dissertation/ thesis/ record correction. etc.					Total hrs. of workload	Hrs. handled Above UGC Norms
			UG	PG	M.Phil	Ph.D	Others		
2012-13	Odd	No. of papers handled (No. of students in each class)							
		No. of Projects works guided							
		No. of Lab based/ Internship records guided/ Observation notes designed							
		No. of Lab based experiments set up/ Demo session Conducted							
	Even	No. of papers handled (No. of students in each class)							
		No. of Projects works guided							
		No. of Lab based/ Internship records guided/ Observation notes designed							
		No. of Lab based experiments set up/ Demo session Conducted							
Average									
No. of Points (office use)									

Note : One hour of UG teaching : 1 Hr workload, 1 Hour of PG teaching : 1 ½ Hrs of workload, 1 hr of M. Phil/ M.Tech/ Ph.D class : 2 Hrs of workload. (If number of students are more than 40 in a class: 1 ½ times Load to be taken) Project work Guidance: 1 hr per student for all programmes.

1.3 Details of contribution in imparting syllabus-oriented knowledge (like preparation of Instruction Manual / Lecture Notes / Learning materials / etc.) (Attach proofs)

Weight-age 20 points out of 125 points

Nature of the Activity (Mention Yes/No)	2009-10	2010-11	2011-12	2012-13
Lesson Plans Prepared				
Lecture Notes/ Course Materials prepared				
Suggested Readings Compiled				
Web Based Resources Compiled				
Research papers and Reprints of case study Materials Circulated among student				
Documentation of steps involved in conducting experiments/ field studies/ Questionnaires/ Lab observation records, developed.				
Average				
No. of Points (office use)				

1.4 Participatory and innovative teaching, learning methodologies, updation of subject content, course improvement, etc. (Attach proofs)

Weight-age 20 points out of 125 points

Details of the Activity (Mention Yes / No)	2009-10	2010-11	2011-12	2012-13
Use of ICT in regular classes				
New Soft core courses floated				
Latest development incorporated in the syllabus				
Course Material developed for subjects thought				
Group discussion/ Quiz / Case discussion/ Role Plays/ Interactive Sessions developed				
Teaching through E-Resources / E-journals				
Discussion on recent Scientific Innovation				
Average				
No. of Points (office use)				

1.5 Details of examination-related duties discharged: (Attach proofs)

Weight-age 25 points out of 125 points

Sem.	Nature of Duty (in hours)	2009-10	2010-11	2011-12	2012-13
Odd	Answer Sheet Evaluation including internal assessment test (No. of subjects)				
	Question Paper Setting (No. of Subjects)				
	Invigilation Duty (No. of Sessions)				
	Evaluation of UG Project work				
	Evaluation of PG Dissertation work				
	Evaluation of M.Phil dissertation (Nos.)				
	Evaluation of Ph.D thesis (Nos.)				
Even	Answer Sheet Evaluation including internal assessment test (No. of subjects)				
	Question Paper Setting (No. of Subjects)				
	Invigilation Duty (No. of Sessions)				
	Evaluation of UG Project work				
	Evaluation of PG Dissertation work				
	Evaluation of M.Phil dissertation (Nos.)				
	Evaluation of Ph.D thesis (Nos.)				
Average					
No. of Points (office use)					

CATEGORY – II: CO- Curricular, Extension and Professional Development related Activity

2.1 Student-based Co-curricular activities Nature of Duty (in hours)

Weight-age 20 points out of 50 points

Nature of Duty (in hours)	2009-10	2010-11	2011-12	2012-13
a. NCC Co-ordination				
b. NSS Co-ordination				
c. Extension and Field activities through NCC/ NSS				
d. Field based extension activities involving students				
e. Extension activities involving students through NGOs/ Science/ Technology clubs, Association				
f. Association in Leadership Camps/ Students Counseling activities/ Soft skill training/ Remedial Coaching/ UGC NET Coaching classes				
g. Lab to field experiments involving students				
h. Field based activities organized for professional development of students				
i. Conduct of survey on social problems involving students				
j. Association with conduct of Cultural activities involving students				
k. Association in Student Film Clubs / Cultural Clubs/ Poet Clubs/ Yoga or Dance Clubs				
l. Counseling session for drug abuse/ mental depression / homesick students				
m. Association in Anti raging/ Anti drugs/ Aids Awareness Campaigns/ Blood donation/ Eye donation Campaigns				
Average				
No. of Points (office use)				

2.2 Contribution to Corporate Life

Weight-age 15 points out of 50 points

Type of Activity	Position held / Contribution made			
	2009-10	2010-11	2011-12	2012-13
Syndicate / Senate / Academic Council / Finance Committee / Research Advisory Committee				
Board of Studies				
HOD				
Discipline Committee				
Sports Committee				
University Students advisory Board				
Cultural Committee				
Board of Examiners				
Inspection Committee				
Member of affiliated College Board				
University Hostel Advisory Board				
Warden / Dy. Warden / Resident Warden				
Director / Coordinator / Programme Officer of DDE Courses/ DDE Exams/ Other DDE				

related works				
Organization of Refresher Course / Training Programme / Short-term courses				
Association with Day-care Centre				
Association in University Sports/ Yoga/ Gym				
Association with University FM Radio				
Association with University Environment Protection Group				
Other academic or Institutional responsibilities if any (e.g Chief/ Deputy Superintendent of Exams, Chairman/ Member Question Paper Board/ Membership in other committees				
No. of Points (office use)				

2.3 Professional Development Activities

Type of Activity*	Number of Events/ Participation/ Membership			
	2009-10	2010-11	2011-12	2012-13
International Seminar				
National Seminar				
International Conference / Workshops				
National Conferences/ Workshops				
International Training Courses				
National Training Courses				
Talks / Lectures				
Membership in National Associations/ Professional bodies/ Advisory/ Planning Committees				
Membership in International Associations/ Professional bodies/ Advisory/ Planning Committees				
General / Popular Articles published (Nos.)				
Journal referring/ peer reviewing/ editorial board				
Jury/ Chairman of a Tech. Session in a conference				
Membership in National Committees including selection Committee, advisory committees, etc.				
No. of Points (office use)				

- i) Seminars / Conferences / Training Programmes
 - a. International : 2
 - b. National : 1
- ii) Talks / Lectures : 2
- iii) Membership in Association
 - a. International : 2
 - b. National : 1

- iv) General / Popular articles : 1
- v) Journal referring / peer reviewing / editorial board : 2 per activity
- vi) Jury/ Chairman of a Tech. session in a conference : 1 per conference
- vii) Membership in National Committees including selection committee, advisory committees, etc. : 2 per committee

**CATEGORY - III: Research / Academic Contribution
(During Assessment Period)**

3.1 Details of Research papers published (Attach photocopies a proof)

3.1.1 Refereed Journals

Title of the Article	Author	Co-Authors	Name of the journal Vol. No. & pp	International / National	Impact Factor as on 2010	No. of points (for office use)	Total points

Note: Indexed journal (5 points), refereed journal (15 points), paper with impact factor 1-2 (10 points), 2-5 (15 points), 5-10 (25 points). 60% to the first author and remaining 40% will be shared equally by co-authors

3. 1.2 Non-refereed journals with ISSN / ISBN

Title of the Article	Author	Co-Author(s)	Name of the journal Vol. No. & pp	International / National	ISBN/ISSN	No. of points (for office use)	Total points

Note: 10 points per publication – 60% of points to first author, and remaining 40% will be equally shared by co-authors.

3. 1.3 Full paper published in the proceedings of Conference / Seminars / Symposia, etc

Title of the Article	Author	Co-Author(s)	Name of the Programme	Organiser	Date	ISBN/ ISSN if any

Note: 10 points per publication – 60% of points to first author, and remaining 40% will be equally shared by co-authors.

3. 2 Research publications (Attach proofs)

3.2.1 Text or reference books by international publisher

Title of the Book	Author	Co-Author(s)	Name of the Publisher / Month, Year	ISBN/ ISSN

Note:[i). 50 points per book sole authorship and
ii). 60% of points to first author and remaining 40% will be equally shared by co-authors]

3.2.2 Subject books by National level publishers / State and Central Govt. publications with ISBN / ISSN Number

Title of the Book	Author	Co-Author(s)	Name of the Publisher / Month, Year	ISBN/ ISSN

Note:[i). 25 points per sole authorship and
ii). 60% of points to first author and remaining 40% will be equally shared by co-authors]

3.2.3 Subject books by other local publishers with ISBN / ISSN numbers

Title of the Book	Author	Co-Author(s)	Name of the Publisher / Month, Year	ISBN/ ISSN

Note:[i). 15 points per sole authorship and
ii). 60% of points to first author and remaining 40% will be equally shared by co-authors]

3.2.4 Chapters contributed to edited vol. published by international publishers

Title of the Book	Name of the Editor	Chapter contributed	Author / Co-Author	Name of the Publisher	ISBN/ ISSN

Note:[i). 10 points per chapter and
ii). 60% of points to first author and remaining 40% will be equally shared by co-authors]

3.2.5 Chapters in national level publishers with ISBN / ISSN and with numbers of national and international directories

Title of the Book	Name of the Editor	Chapter contributed	Author / Co-Author	Name of the Publisher	ISBN/ ISSN

Note:[i). 5 points per chapter and
ii). 60% of points to first author and remaining 40% will be equally shared by co-authors]

3.3 Details of Research Projects (Attach proofs)

3.3.1 Major / Minor Research Projects

Title of the Project	Funding Agency	Grant sanctioned	Duration		Project Status completed / on-going	Project Type: Research/ Consultancy/ Action Research	Policy Document
			From	To			

Note:[(i). Major projects of over 30 lakhs in science / engineering and above 5 lakhs in social science and languages will get 20 points (ii) Projects of 30-5 lakhs in science / engineering and 5-3 lakhs in social science, etc. will get 15 points (iii) Major projects of 5 lakhs – Rs.50,000 in science / engineering and 3 lakhs – Rs.25,000 in social science, etc. will get 10 points (iv) Consultancy mobilized for more than 10 lakhs in science and engineering and 2 lakhs in social science, etc. will get 10 points and (v) patent and technology transfer in science and engineering and major policy document in social science 30 each for national and 50 points for each international]

3.4 Research Guidance (Attach proofs)

3.4.1 Details of Ph.Ds Awarded / submitted

Name of the Scholar	Title of the Thesis	Submitted	Awarded	Name of the University	Month and Year

Note:[(i). 10 points / each candidates awarded and (ii) 7 points for Ph.D submitted]

3.4.2 Details of M.Phil awarded

Name of the Scholar	Title of the Thesis	Name of the University	Month and Year

[3 points / each candidates]

3.5 Training courses and conferences / Seminars / Workshop attended

Event	Organiser / Place	Period / Duration
Refresher Courses / Training programmes		
Methodology workshop		
Conferences / Seminars / Workshops		
Teaching-learning-evaluation programme		
Soft skill development		
Faculty Development programme		

[(i) more than 2 weeks duration – 20 points and (ii) one week duration - 10 points each]

3.6 Details of papers presented in Seminars / Conferences, etc., which are not covered under Category III A. (Attach proofs)

Title of the Article	Author	Co-Author(s)	Name of the Programme	Organiser	Date	Level: International/ National/ Regional/ Local	Points

Note: [(i) International 10 points each (ii) National 7.5 points each (iii) Regional / State level – 5 points each and (iv) Local – 3 points each]

3.6 Details of invited lectures / presentations in Conferences / Seminars, etc.

Name of the Programme	Organiser of the Programme	Level: International/ National	Topic	Date	Points

[(i) 10 points for International and (ii) 5 points for National event]

Declaration

I _____, hereby declare that the particulars furnished above are true to my knowledge.

Place:

Date:

Signature of the faculty with Designation

Signature of HOD/Dean

APPLICATION FOR PROMOTION TO THE POST OF _____

UNDER UGC'S CAREER ADVANCEMENT SCHEME

1. Name & Designation	
2. Department	
3. Date of Birth	
4. Date of Joining	
5. Previous Experience if any	
6. Educational qualification	
7. SC/ST/PH	
8. Date of completion of required service	
9. Date of Eligibility	
10. Details of Self Assessment Cum Performance Appraisal Form for Performance Based Appraisal System (PBAS) points acquired	
11. (i) Number of scholars successfully completed Ph.D under your guidance and (ii) Pursuing Ph.D under your guidance	
12. Number of Orientation / Refresher Courses completed during the eligibility period.	

<p>13. Number of Publications during Eligibility Period</p>	
<p>14. Best three / five Publications in respect of Assistant Prof. in Stage 3 and Associate Prof. in Stage 4. respectively to be sent for evaluation with the following details (Title of the Publications, Day, Month & Year of the Publications)</p>	
<p>15. Visit to abroad for professional purpose</p>	
<p>16. Other academic achievements</p>	
<p>17. Signature of the Applicant with date.</p>	

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2010

Career Advancement Scheme of Teachers and other Academic Staff

Sl. No	Promotion through CAS	Service Requirement	Scale of pay	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	<p>FOR TEACHERS</p> <p>Assistant Professor/ equivalent cadres from Stage 1 to Stage 2</p>	<p>Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil/PG Degree in Professional Courses such as M.Tech, or six years of service who are without Ph.D/M.Phil/PG Degree in Professional Courses.</p>	<p>Rs.15,600-39,100 with AGP of Rs.7000</p>	<p>Minimum API scores of 100/year under the category I plus category II, and 40 (10/year) under category III using PBAS scoring proforma. One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. Screening cum Verification process for recommending promotion.</p>
2	<p>Assistant Professor/ equivalent cadres from Stage 2 to Stage 3</p>	<p>Assistant Professor with completed service of 5 years in Stage 2</p>	<p>Rs.15,600-39,100 with AGP of Rs.8000</p>	<p>Minimum API scores of 100/year under the category I plus category II, and 100 (20/year) under category III using PBAS scoring proforma. One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. Screening cum Verification process for recommending promotion.</p>

3	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professor with completed service of 3 years in Stage 3	Rs.37400-67000 with AGP of Rs.9000	Minimum API scores of 100/year under the category I plus category II, and 90 (30/year) under category III using PBAS scoring proforma. At least three publications in the entire period as Assistant Professor (twelve years).One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration. Selection committee process with weightage of 30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance.
4	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Associate Professor with three years of completed service in Stage 4 and possessing a Ph.D degree in relevant discipline.	Rs.37400-67000 with AGP of Rs.10,000	Minimum API scores of 100/year under the category I plus category II, and 120 (40/year) under category III using PBAS scoring proforma. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required. A minimum of five publications since the period that the teacher is placed in Stage 3. Selection committee process with weightage of 50% Contribution to

5	<p>Professor (Stage 5) to Professor (Stage 6) limited to 10% of the position of Professors in the University.</p>	<p>Professor with ten years of completed service</p>	<p>Rs.37400-67000 with AGP of Rs.12,000</p>	<p>Research. 30 % - Assessment of domain knowledge and teaching practices. 20 % - Interview performance.</p> <p>Minimum API scores of 100/year under the category I plus category II, and 500 (50/year) under category III using PBAS scoring proforma. Additional credentials are to be evidenced by: postdoctoral research outputs of high standard; awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and Additional research degrees like D.Sc., D.Litt., LL.B., etc. A review process by an Expert Committee giving weightage of 50% -research. 50 % - Performance evaluation and other credential by referral Procedure.</p>
6	<p>FOR LIBRARIAN, DEPUTY LIBRARIAN AND ASSISTANT LIBRARIAN</p> <p>Assistant Librarian to Assistant Librarian (Senior Scale(Stage 1 to Stage 2)</p>	<p>Assistant Librarian (Stage 1) completed four years of service with Ph. D. or five years of service who are with M. Phil or six years of service who are without Ph.D./M.Phil.</p>	<p>Rs.15,600-39,100 with AGP of Rs.7000</p>	<p>Minimum API scores of 100/year under the category I plus category II, and 40 (10/year) under category III using PBAS scoring proforma. One Orientation and one Refresher Course of 3/4 weeks duration. No separate interview points for the Screening cum Verification process of recommending promotion.</p>

7	Assistant Librarian (Senior Scale) to Assistant Librarian (Selection Grade/Deputy Librarian (Stage 2 to Stage 3)	Assistant Librarian (Senior Scale) with completed service of five years in Stage 2.	Rs.15, 600-39,100 with AGP of Rs.8000.	Minimum API scores of 100/year under the category I plus category II, and 100(20/year) under category III using PBAS scoring proforma. Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. Ph.D degree for Deputy Librarian. No separate interview points for the Screening cum Verification process of recommending promotion.
8	Deputy Librarian / Assistant Librarian (Selection Grade) (Stage 3 to Stage 4)	Deputy Librarian /Assistant Librarian (Selection Grade) with three years of completed service in Stage 3.	Rs.37400-67000 with AGP of Rs.9000	Minimum API scores of 100/year under the category I plus category II, and 90(30/year) under category III using PBAS scoring proforma Three publications over twelve Years. Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation. A selection committee process giving weightage of 30% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and organisational skills 20 % - Interview performance.

9	Librarian (Stage 5)	Deputy Librarian with three years of completed service in Stage 4.	Rs.37400-67000 with AGP of Rs.10,000	Minimum API scores of 100/year under the category I plus category II, and 90(30/year) under category III using PBAS scoring proforma. A minimum of 5 publications over current and previous assessment periods. Evidence of innovative library service and organisation of published work. A selection committee process giving weightage of 50% Library publication work 30% Assessment of innovative Library service and organisation of digital library services 20% Interview performance.
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